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CAREER SERVICE COMMITTEE

Working Group on Extension Training
Minutes of 8th Meeting, 3 January 1952

1. The group met at 1030 in [REDACTED]
Those present were:

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2. [REDACTED] informed the chairman that [REDACTED] had been designated to this group to represent Technical Services Staff.

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3. The minutes of the 7th meeting were approved subject to the following changes: List of those present, fifth name, correct to read [REDACTED] par 4, insert 'not' between 'had' and 'received'.

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4. The group took up item 1 on the agenda, consideration of the Summary of Proceedings of Working Groups. [REDACTED] pointed out that the first two pages, emanating from the Career Service Committee itself, took precedence over statements of any of the working groups, in case of apparent conflict.

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a. With reference to Attachment 1, Working Group on Selection Criteria, 2. RECOMMENDATION, A. (3), and 3. DISCUSSION, D., (pages 1-3 and 1-4), the group agreed that there seemed little need for a requirement of high-school graduation, or in fact for any quantitative academic requirement, for participation in the career service program, in view of the requirement for not less than two years continuous, satisfactory service in the Agency, during which the individual's qualitative academic status would presumably become well-known. The group further agreed that [REDACTED] might, if he thought useful, convey this opinion of this group to the Working Group on Selection Criteria.

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b. With reference to Attachment 1, Working Group on Selection Criteria, 2. RECOMMENDATION, A. (5), and 3. DISCUSSION, F. (pages 1-3 and 1-5), "Written agreement to serve [REDACTED]

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[REDACTED] presented for OSI the opinion that it would be desirable to require [REDACTED] to be present

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intention to make a career of employment with CIA and that he be not bound either morally or legally to a lifetime of service with the Agency. [REDACTED] pointed out that the "moral binder" requirement might place a conscientious individual in an untenable position; a person might enter the Career Service Program earnestly and sincerely desiring to spend the remainder of his working life with CIA, accepting whatever assignments might be given to him; later, however, owing to events unforeseen and unforeseeable, the individual might wish to leave the Agency but, if he had pledged himself to remain and were an honorable person, he would remain, possibly with detriment to himself and to the Agency. The group agreed that this point was well taken, and that this OSI opinion might be helpful to the Working Group on Selection Criteria; therefore the memorandum on which [REDACTED] based his observations was passed to Mr. [REDACTED] for the information of the Working Group on Selection Criteria.

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c. With reference to Attachment 2, Working Group on Selection Criteria, 2, RECOMMENDATIONS, C., /Office/ Career Service Board (page 1-8) the group saw no need for amplification of the functions of the office career service boards beyond the statements already made in this section.

d. There were no further points suggested for recording of group opinion.

5. The group then turned to item 2 on the agenda, consideration of the secretary's written draft of the group's proposed positions on questions posed in paragraph 2, minutes of 6 December meeting. [REDACTED] distributed copies of a draft modification of the answers to questions a, b, c and f on the secretary's draft. With reference of question a, as to whether the group would suggest a generally applicable system of selection of individuals to receive extension training, the group agreed that:

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The selection of individuals to receive training should primarily be the responsibility of the various Offices, exercised through their career service boards, and that training of individuals at any stage of their service cannot be restricted to any group, no matter how selected. Not only does the efficiency of the Agency require early training, but needs of particular Offices may require training of individuals ineligible for a "Development Program". The administration of such training by the Offices concerned and the Office of Training should have as its primary goal the increasing of the individual's value to the Office. Agency-wide needs of personnel development should be taken into consideration through selection and training by the CIA Career Service Board of exceptionally qualified personnel for Agency-wide key positions. The CIA Career Service Board should, in addition, review or monitor the program

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service program.

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6. It was agreed that the next meeting would be on Thursday, 10 January at the usual hour and place, and that the group would continue consideration of the question posed in the 6 December meeting. The chairman undertook to have for consideration of the group a redraft of [REDACTED] par 2 (answers to questions b and c) reflecting points brought out in discussion. (The promised redraft appears as an annex to these minutes. To facilitate discussion, the chairman suggests that all members bring with them: (1) these minutes; (2) minutes of 6 December meeting; (3) secretary's draft of group opinions distributed with minutes of 20 December meeting; (4) draft distributed by [REDACTED] at 3 January meeting; and (5) memo to Working Group on Extension Training from [REDACTED], 10 December 1951, External and Internal Training.)

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Chairman